

# EVALUATING WORKPLACE HEALTH PROGRAMS

From Research to Practice

## KEY FINDINGS

The likelihood of delivering the best possible performance in the workplace and controlling health care expenditures is heightened by optimal health and evidence-based interventions.

Source: CDC Workplace Health in America Survey 2017

**46%** of worksites offer some type of health program

**23%** of worksites collect data to evaluate program success

**25%** of worksites collect data to decide which programs to offer

**50%** of worksites desired training on how to plan, implement, and evaluate their program

### Participation



### Feedback



### Productivity



### Turnover



## IT'S ALL ABOUT DATA

Participation and feedback were most commonly measured; productivity and turnover were least measured.

## SHAPE EFFECTIVE PROGRAMS

Attract and retain with **hyper-personalization** and **whole-person health**.

**Develop and enhance** programs based on social, physical, mental, financial and familial health of employees.

**Communicate strategically** to inform and engage.

**Evaluate** where you are lacking or leading.

### To hyper-personalize ask the following questions:

Does this program resonate with our population?



Does this solve for a top driver of our utilization, costs, or employee experience?



Is there a potential cost-benefit or improvement in clinical outcomes associated with this program?



## ARE THE PROGRAMS WORKING?

Evaluation begins with measurable, strategic goals which establish early key performance indicators (KPIs).

Progress toward these goals provides initial indicators of success.

### PLAN TO MEASURE

Refine the strategy to include measurable goals

### TRACK PERFORMANCE

Track progress and continuously improve the strategy

### DEMONSTRATE VALUE

Steps 1 and 2 provide a definitive path to demonstrate the value